



“FINAL”
WEARE BOARD OF SELECTMEN
MEETING MINUTES
August 24, 2009

PRESENT: Thomas Clow, Chairman; Richard Butt, Vice Chairman; James Donison, Selectman; Keith Lacasse, Selectman

NOT PRESENT: Selectman Osborne

RECORDING SECRETARY: Naomi L. Bolton, Town Administrator

GUESTS: Frank Campana; Bob Nelson; Richard Townes; Eldon Townes, II; Rod Wilson; Michael E. Cook; Melanie Gordon; Neal Kurk; Tony Sawyer; Jan Snyder

I. CALL TO ORDER

Chairman Tom Clow called this meeting to order at 7:00 P.M. at the Weare Town Office Building.

II. NON-PUBLIC SESSION:

Selectman Clow moved to go into non-public session under RSA 91A:3 II (b) at 7:00 PM; Selectman Butt seconded the motion. A roll call vote was taken: Selectman Butt – yes; Selectman Clow – yes; Selectman Donison – yes; Selectman Lacasse – yes.

The purpose of the non-public was to discuss the hiring of a tax collector.

Selectman Clow moved to come out of non-public session at 7:20 PM. Selectman Lacasse seconded the motion. A roll call vote was taken: Selectmen Butt – yes; Selectman Clow – yes; Selectman Donison – yes; and Selectman Lacasse – yes.

Selectman Clow moved to seal and restrict the minutes of the non-public pursuant to the authority granted in RSA 91-A:3 II; Selectman Lacasse seconded the motion. Motion passed 4-0.

Selectman Clow moved to go into non-public session under RSA 91A:3 II (a & c) at 7:21 PM; Selectman Butt seconded the motion. A roll call vote was taken: Selectman Butt – yes; Selectman Clow – yes; Selectman Donison – yes; Selectman Lacasse – yes.

The purpose of this non-public was to discuss a personnel issue. Selectman Clow moved to come out of non-public session at 7:35 PM. Selectman Lacasse seconded the motion. A roll call vote was taken: Selectmen Butt – yes; Selectman Clow – yes; Selectman Donison – yes; and Selectman Lacasse – yes.

Selectman Clow moved to seal and restrict the minutes of the non-public pursuant to the authority granted in RSA 91-A:3 II; Selectman Donison seconded the motion. Motion passed 4-0.

III. PUBLIC HEARING: For the purpose of hearing public testimony and comment on an employment agreement for the position of Town Administrator.

Chairman Clow opened the hearing at 7:35 PM, welcomed everyone and read the notice to those present. Chairman Clow then asked for any public input.

Rod Wilson stated that he would like to express his support for Naomi as the Town Administrator. The Town has had 9 since 1989 and he thinks having someone local that lives in Town and knows the Town like she does is a good thing. He has heard comments about not having a degree for the position. He feels that knowledge about the Town is more valuable than any piece of paper.

Rick Townes stated that he supports Naomi and he really takes offense to the comment of needing a degree. There are a lot of successful people in the world that don't have that little piece of paper. He has worked with Naomi over the past several years and feels the Selectmen have made the right choice.

Chairman Clow stated that he would like to clarify the public hearing is not to discuss the candidate but to discuss the contract that the town will be entering into with Naomi. The Town is signing a three year employment contract and is looking for the Town's input.

Bob Nelson stated he has been in town for over 50 years and he thinks the three year contract is fine. The pay in his mind is probably low with everything that will be done. He does not have any issue with the educational portion either because he feels that whatever knowledge Naomi gains will only be a plus for the Town as a whole.

Neal Kurk stated that he doesn't have an issue with Naomi he has a problem with the \$60,000 salary. He feels we are overpaying for this position when you compare it to three other area towns. He looked at Hampstead (est. pop. 8,700); Barrington (est. pop. 8,400); and Litchfield (est. pop. 8,400) and the average starting salary for this position is about \$38,000 to \$40,000. He feels we should be looking at a salary range closer to those numbers.

Mike Cook stated when he enters Weare he passes a sign that says "Welcome to Weare – a part of yesterday in touch with tomorrow". He feels the motto to the

sign could be amended now with this contract to include something regarding the future of Weare. He feels this contract is a good contract as well as a great move for the Town. The Town is getting someone who has lived in the community, been involved with the community in various aspects and will work for the benefit of the Town. He supports the contract.

Chairman Clow wanted to give those present the background of how we got here. The Town received 65 applications. The Town with assistance from 3 staff members from Primex helped narrow down the applicants to 10, who were then interviewed over the phone. The 10 were then narrowed down to 4, who were invited in for personal interviews. The 4 were narrowed down to 2. Those 2 were both interviewed a second time and a candidate was chosen. The board and the candidate then met to negotiate the contract in which salary determination was discussed. Salary determination was not at all considered until the end of the process, even though some of the applicants put salary requirements on their resumes they were not considered until the end.

Chairman Clow asked if there was anymore public comment.

Mr. Wilson stated that he just wanted to reiterate that he feels Naomi's common sense is a plus for the Town and feels that she will do a fine job for the Town.

Mr. Townes stated that this contract is for only three years, why not extend it to five years or more. He felt that 3 years was too short because time goes so fast and she will barely be getting her feet wet in that time frame.

Frank Campana stated that he came here not to speak but he has to regarding Mr. Townes proposal of 5 years. He is not in favor of a contract for more than 3 years. We would be tying the taxpayers for a lot of money. It is just too much debt for him to agree with.

Tony Sawyer stated that he also supports Naomi. He feels that the Town of Weare is really getting a bargain for \$60,000 to hire Naomi.

Vice Chairman Butt stated that he would like to address the salary statistics made by Mr. Kurk. Statistics can be used in various ways, to support or not to support. There are 14 towns that have the same form of government as the Town of Weare. He did look up Litchfield for example. Litchfield has an Administrative Assistant that they paid \$57,000 according to last years town report. The average Town Administrative salary was \$56,300 from the Towns within the same population. Vice Chairman Butt added that from promoting within they will find some stability.

Chairman Clow asked if there was any further comment, being none, Chairman Clow closed the public hearing.

Vice Chairman Butt moved to approve the contract with Naomi L. Bolton, Chairman Clow seconded the motion. Discussion: Selectman Lacasse stated that he thought the board should wait for all five members to be present to vote on this contract. He stated that he is in favor of the contract but felt that all five should be present for the vote. Vote: 3 in favor (Butt, Clow and Donison) and 1 opposed (Lacasse).

IV. MANIFEST:

Chairman Clow moved to authorize the Board of Selectmen to sign manifests and order the Treasurer (Deputy) to sign a check dated August 27, 2009 in the following amounts:

Accounts Payable	\$ 289,856.57 (John Stark \$250,000)
Gross Payrolls	\$ 45,341.09 (Includes Spec. Detail, Taxes, Credit Union, Monthly checks)
TOTAL	\$ 344,197.66

Vice Chairman Butt seconded the motion. Discussion: None Vote: Passed 4-0

V. OTHER BUSINESS:

REGIONAL ECONOMIC DEVELOPMENT PLAN STEERING COMMITTEE:

Naomi informed the board that the Southern NH Planning Commission is looking for two representatives and one alternate from Weare to serve on this steering committee to develop an Economic Development Plan for the region. Dani-Jean Stuart is an alternate to the Planning Board and has offered to be one of the representatives. This letter was also sent to the Town's Economic Development Committee looking for someone from that committee to volunteer. Selectman Donison moved to nominate Dani-Jean Stuart as one of the Town's representatives to Southern NH Planning Commission for the Regional Economic Development Plan Steering Committee; Chairman Clow seconded the motion, all in favor.

EDUCATION PLAN FOR TA POSITION: Naomi wanted to inform the Board that she has met with a representative from Granite State College. The 1 year Certified Public Managers (CPM) class through the State of NH is worthy of 6 credits with Granite State towards a degree in Business Administration. Naomi is currently enrolled in the CPM class as well as LGC Academy for Basic Government Accounting and Internal Controls and Fraud Prevention. The LGC Academy classes will be done by the end of December. The intention is to start at Granite State College in January of 2010. The plan of education is to obtain a bachelors degree in Business Administration with a minor in Finance through Granite State College. Then move to UNH to get my masters in Public Administration.

SEPTEMBER 14TH – NEXT MEETING: The board would like to ask Chief Begin to come in to discuss his budget, particularly the overtime line. Also, the

Building Committee should have some decisions made to be presented to the board.

REVENUE OF DEPARTMENTS: Selectman Donison stated that he reviewed the revenue print out from the Finance Administrator for 2007, 2008 and 2009. Discussion ensued.

CENSUS BUREAU FORM FOR SIGNATURE: Selectman Lacasse stated that he is NOT in favor of this because it is pushing more responsibility onto the Towns, creating more work for the Town and it appears that it would be an expensive program to administer. The consensus of the board was that they agreed with Selectman Lacasse.

250th CELEBRATION: Selectman Donison stated that at the last meeting this was discussed the board didn't make any recommendation. Selectman Lacasse asked what they are looking for the Board of Selectman to do. The board felt that we should put it on the agenda for September 14th so that it doesn't get forgotten.

CIP SUBCOMMITTEE: Naomi asked the Board who is going to be the selectmen representative for this years CIP subcommittee. Selectman Donison is going to be the representative.

BOY SCOUT PROJECT WITH TRAILER: Naomi explained that she was approached by Kevin Booker from a Cub Scout pack in town. In order for the boys to move from Cub Scouts to Boy Scouts each den, which consists of 4-6 boys has to do some sort of a community project. Mr. Booker talked to Carl Knapp, Public Works Director who told Mr. Booker that he has the old office trailer that they used at the bridge project at Abijah Bridge that they could use but they would have to obtain permission from the Board of Selectmen to convert it into a storage shed. The trailer would be renovated for storage of all the scouting items they use through out the year. The trailer would remain at the Transfer Station/Highway Department and Mr. Booker understands that they could only access it when the gates are open. He is fine with that. The board agreed with the concept but would like Naomi to first check with Mr. Knapp to make sure he will not need it for the next bridge project and have to go out and get one.

POSTING MEETINGS ON THE WEBSITE AND CHANNEL 6: Chairman Clow stated that there appeared to be some confusion with this weeks posting of the agenda. Typically on manifest meetings there is no public comment. Tonight was a manifest meeting with a public hearing so there should have been public comments.

TOWN ADMINISTRATOR CONTRACT: Vice Chairman Butt stated that he would like to rescind the previous motion made earlier tonight regarding the Town Administrators contract; Selectman Lacasse seconded the motion. Discussion: Vice Chairman Butt stated that he would like to have the vote on this

put on the September 14th agenda with the intent of having all five members of the board present to reaffirm their position. The purpose for this motion is because if one looks at the minutes it would give the appearance that one member of the board is not in favor of the contract which that is not his intent. Vice Chairman Butt stated that if all 5 members are present it would show a unified support of the Board. Chairman Clow stated that he would just like to point out that Naomi is working in the capacity of the Town Administrator but not directly under the contract. Vote: 3 in favor (Butt, Clow and Lacasse) and 1 opposed (Donison).

VI. ADJOURNMENT:

As there was no further business to come before the board, Selectman Donison moved to adjourn at 8:50 PM; Selectman Lacasse seconded the motion, all in favor.

Respectfully submitted,

Naomi L. Bolton
Town Administrator